

### **Academic: teaching**

#### **Promotion to Reader (Grade 8, spinal points 45-54)**

Promotion in this category is based on evidence of achievement in the following areas of activity: Teaching and other student-related activity, together with evidence of achievement in Service and Leadership and/or Knowledge Transfer and External Engagement as appropriate.

An applicant will not necessarily need to show an equally high level of achievement in each of the areas of activity included in the case, but if not, then compensatory achievement in some other area of activity is required.

In any case for promotion to Reader, an assessment of performance in one of the chosen areas of activity as being below that expected of a Senior Lecturer will normally preclude promotion. However, in reaching its decision on cases with such an evaluation, the SPC/FPC will take account of any extenuating circumstances drawn to its attention and the applicant's performance in the other two areas.

The level of Reader recognises the achievements of those who perform well at SL level, and who, in addition, show exceptional performance with respect to some of the criteria. Reader is not a required step to promotion to Professor, such promotion frequently occurs directly from Senior Lecturer.

All cases for promotion will be assessed in relation to the norms of the discipline within which the candidate works.

#### **Teaching and other student-related activity**

Exceptional performance with respect to **some** of the following criteria:

- a sustained record of successful teaching, including class-room delivery and related support in respect of allocation of teaching duties
- a sustained record of effective setting and marking of assessment, including provision of feedback to students
- a sustained record of effective delivery of student support as required by post
- a record of engagement with personal and professional development in

relation to teaching and student support

- a record of substantial development in the content, delivery or assessment of the curriculum at course-unit level
- a record of effective contribution to programme management or development, including systems of student support
- a record of a positive contribution to the development of teaching and learning within the University of Manchester, beyond the immediate organisational context
- a record of contribution to teaching and learning outside the University of Manchester
- a record of development of activity that integrates social responsibility into the curriculum

### **Service and Leadership**

- a record of successful leadership or management of a significant organizational unit or area of activity within the University
- evidence of leadership of, and/or a record of service to, relevant University-external academic or professional institutions or networks
- a record of successful support for the careers of colleagues

### **Knowledge Transfer and External Engagement**

A record of exceptional achievement with respect to **some** of the following criteria:

- active participation in advisory committees or professional or practice-based forums relevant to discipline
- a record of productive involvement in knowledge creation and transfer in partnership with industry, government or NGOs, learned societies or professional bodies
- a record of activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to a well-informed public debate
- a record of external activity in support of the University's social responsibility goal

- some evidence of influence on professional practice or on policy, including participation in professional or practice-based forums relevant to the staff member's discipline
- a record of creation, development and exploitation of intellectual property, including open access material